



GENDER PAY GAP INFORMATION

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1. Introduction

The legislation governing gender pay gap reporting is contained in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The duty requires public organisations with 20 or more employees to publish a gender pay gap information on the National Museums Scotland website.

We are also obligated to report on our gender pay gap information on the UK Governments online service by the reporting deadline of 4 April 2018. This information must be signed off as being accurate and calculated in accordance with the regulations and the guidance provided through Acas by the Chief Executive of the individual organisation. The Director of National Museums Scotland has confirmed that these regulations have been met.

National Museums Scotland is a Non Departmental Public Body and a registered charity and is registered at the Government Equalities Office under the private and voluntary sector and therefore must publish the data by 4 April 2018.

The data required to be published is as follows:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus
- Proportion of males and females in each quartile band

2. Gender Pay Gap at National Museums Scotland

The current gender pay gap information for National Museums Scotland is set out in Tables 1 to 4 at Appendix 1 and has been derived from salary information (excluding overtime) as at 5 April 2017. It should be noted that no bonuses are paid to any staff in National Museums Scotland and therefore there is no data to be made available.

As at the snapshot date 5 April 2017 National Museums Scotland employed 178 males and 260 females. There were approximately 20% more female staff than male staff in employment which has been the position for a number of years.

The mean hourly pay for male staff is £13.19 and for female staff is £13.78. The current mean gender pay gap for all staff across our published pay scales at National Museums Scotland is £ 0.59 or 4.47% in favour of female staff. The median gender pay gap is £1.63 or 15% in favour of female staff. This overall gender pay gap might be considered atypical. However, this must be considered alongside the fact that the work of National Museums Scotland, like many other national museums, covers a broad range of specialisms. This tends to lead to gender clustering in different work groups and produce this type of pattern in the gender pay analysis.

We have also reviewed gender pay gap information in the context of occupational segregation which we understand as the concentration of men and women:

- in different kinds of jobs (**horizontal** segregation)
- in different pay grades (**vertical** segregation)

As no member of staff receives a bonus then this does not distort either the mean or median figures. The higher median gender pay gap in favour of female staff will arise from the fact that more females than males are employed in both the Upper and the Upper Middle quartile and in the organisation as a whole. Typically these are Curatorial, professional, middle and senior management roles. There are also more females than males in the most senior management roles in the organisation which represents a much more positive picture than many comparable organisations.

There are, however more females than males employed in the lower quartile which mainly represent cleaning and front of house Visitor Experience staff. Overall it should be noted that there is a higher proportion of staff in both Visitor Experience and in the Curatorial departments than the rest of the organisation.

The Lower Middle quartile is the only quartile where there are more males than females employed. Stereotypically the roles in this quartile are in security and support services. It reflects that men are disproportionately employed in roles in the lower middle quartile which leads to the lower hourly rate figure presented.

We continue to be proactive as an organisation in ensuring there is no bias in our recruitment and selection practices, and are currently undertaking a review of these in line with best practice. In particular, we will be considering of how we present jobs as part of any recruitment campaigns in attracting a wider pool of potential recruits for posts especially in the lower and lower middle quartile. We ensure that all managers are trained in Recruitment and Selection best practice and in Equality and Diversity before they can support any recruitment campaign.

In line with National Museums Scotland's commitment to achieve equal opportunities for all staff, the organisation supports the principles that all employees should receive equal pay for the same or like work or work rated as equivalent or of equal value, and in order to achieve this will endeavour to maintain a pay system that is fair and transparent. Job evaluation, using the Hay's system is objectively used for all posts and pay scales. These criteria are applied equally to males and females as is all aspects of reward and remuneration. We generally appoint at the lowest 25% of pay bandings which is applied regardless of gender.

We have a pay structure at National Museums Scotland that is based on grades B through to 8 and contained within grades 6 to grade B there are established progression steps. Staff are eligible for a progression payment if they are not at the maximum of their scale. In recognition that men more generally in employment have less interrupted career paths than women, we ensure that progression is not affected by for instance periods of maternity leave, caring responsibilities, etc. and therefore progress for women through an individual scale is at the same rate as it is for men.

Beyond these assumptions, we would regard the overall mean pay gap between male and female staff to be modest (i.e. less than 5% in favour of females) but we do remain

committed to monitoring and analysing this information on an ongoing basis and addressing any issues that become apparent. All equalities information is published on our website in accordance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Dr Gordon Rintoul
Director
National Museums Scotland
March 2018

Table 1

| Gender Pay Gap Statistical Analysis | | | | | | | |
|-------------------------------------|-------------|---------------|------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| | Mean | Median | | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
| Males | £13.19 | £10.84 | Min | £8.57 | £9.01 | £11.37 | £15.77 |
| Females | £13.78 | £12.47 | Max | £9.01 | £11.37 | £15.77 | £41.23 |
| Pay Gap | -£0.59 | -£1.63 | % Males | 33.03 | 60 | 30.28 | 39.09 |
| % Pay Gap | -4.5% | -15.0% | % Females | 66.97 | 40 | 69.72 | 60.91 |

Table 2

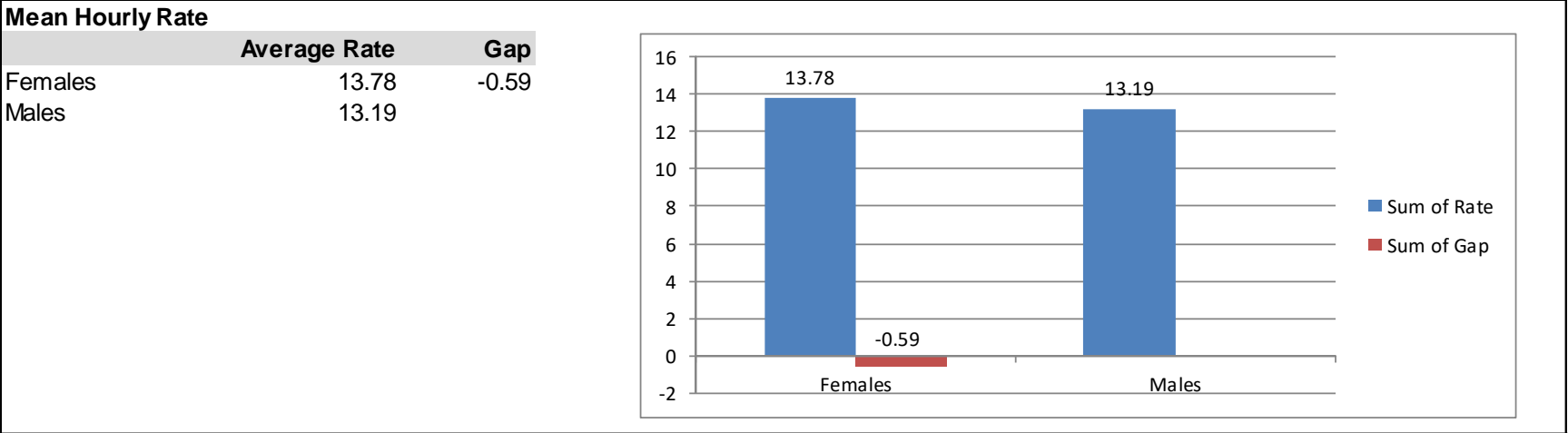


Table 3

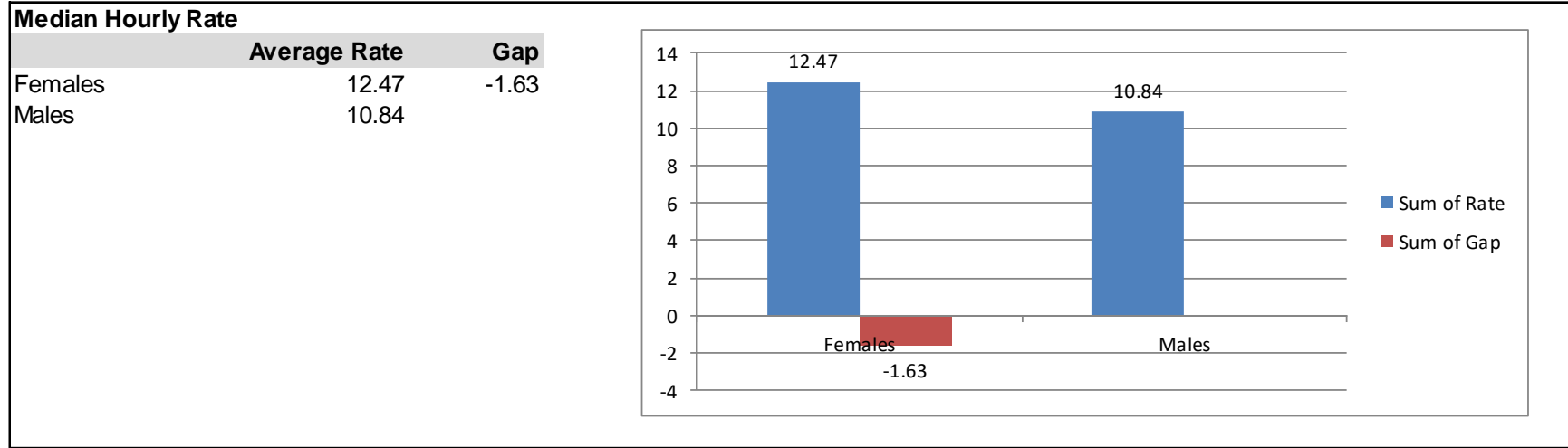


Table 4

